

# *Round 28 Workforce Training Fund Awards*

## *By Region*

<i>APPLICANT NAME</i>	<i>TOWN</i>	<i>GRANT AMOUNT</i>	<i>EMPLOYEES TO BE TRAINED</i>	<i>TRAINING DESCRIPTION</i>
<b><i>Western</i></b>				
ADHESIVE APPLICATIONS INC	Easthampton	\$36,300.00	27	The proposed training program in Supervisory Skills Development creates effective front-line supervision for the success of Adhesive Applications Inc, and is a prerequisite for changes in our business going forward. The implementation of Lean Manufacturing methodologies will present tools for continuous improvement to our associates and instill the nucleus to gain a competitive advantage in our industry. A combination of both will create a positive sustainable impact to our enterprise.
Amherst Woodworking and Supply, Inc.	Northampton	\$44,000.00	44	We will be training employees in Lean Manufacturing concepts including lean awareness, value stream mapping, and kaizen. Initial training will focus on lean awareness for all employees, through hands on simulation to recognize and eliminate areas of waste. Value Stream Mapping will be utilized to understand flow, see bottlenecks, and create a future state map as a basis for the future improvements. We will engage in Kaizen events to effect identified changes.
BRAMAN CHEMICAL ENTERPRISES INC	Agawam	\$14,775.00	24	Our company's proposed training plan will include: 1) Customer Service Training and 2)Essential Leadership Skills
CRANE & CO., INC.	Dalton	\$191,086.00	210	The training plan is comprised of both lean manufacturing techniques and six sigma methodology. All employees will receive an introduction to lean manufacturing and selected training in some of the lean tools such as 5S/Workplace Organization. Training for the other lean tools such as Value stream mapping, Kanban Systems and Setup Reduction will be based on project-by-project focus for employees that Crane leadership chooses. Six Sigma training will be project based for a selected group.
SPECIALTY MINERALS INC	Adams	\$148,300.00	159	SMI's proposed training plan will include: 1) Lean 101 Training Workshops 2) Value Stream Mapping (VSM) Workshops 3) Kaizen Events 4) Team Involvement Problem Solving (TIPS) Workshops 5) Training Within Industry (TWI) Workshops 6) Advanced Kaizen Events (Total Productive Maintenance).
TEXCEL LLC	East Longmeadow	\$123,327.00	67	The management team at Texcel recognizes that training is an important element in both employee and business growth. Understanding this, Texcel looks to provide training in the following areas; Leadership Development, Technical Skills Development, Lean Manufacturing, and Engineering Studies. Through this training, employees will learn improved working methods and skills. In applying them,

Tubed Products, LLC	Easthampton	\$225,500.00	510	employees will be able to help Texcel achieve business goals while developing <u>professional careers</u>
Vaupell, Inc.	Agawam	\$134,950.00	115	Our training plan will be initiated in two parts, the first being Lean Manufacturing principles and applications. Second, a focus on improving communications and customer service with a core focus on creating a team environment and culture throughout the company.
				Vaupells training program for 2008-9 will focus on manufacturing technologies, management skills, English as a Second Language and quality improvement. Manufacturing topics will include metrology, blueprint reading, and plastic injection molding technologies. Management training will include supervisor development, team leadership, and time management. Quality improvement topics will include Statistical Process Control (SPC), team problem solving, and Good Manufacturing Practices (GMPs).
<i><b>Total for region</b></i>	<b>8</b>	<b>\$918,238.00</b>	<b>1,156</b>	
<i><b>Central</b></i>				
Atlas Box & Crating Co., Inc.	Sutton	\$182,300.00	253	Atlas will be rolling out a training program that will focus on 4 areas: Quality, Sales, Basic, and Engineering skills. Under Quality, training will be provided in statistics, leading teams, team problem solving, and mistake proofing. Sales training will include both sales management and salesmanship. Basic skills will include English as a Second Language, Math, Measurements & Blueprint Reading, and Accident Prevention. Engineering training will include Ergonomics and Computer Aided Design.
eClinicalWorks, LLC	Westborough	\$186,470.00	396	Due to our rapid growth, eClinicalWorks needs to provide our employees with additional skills that will help them to be more successful in their current jobs, as well as offer career growth opportunities within the company. The key areas that have been identified that would best help grow the business and provide our employees with needed skills are: Leadership & Management, Project Management, Quality Management & Improvement, Customer Service, and Time Management.
Evergreen Solar, Inc.	Devens	\$571,084.00	268	The overall Devens training plan will consist of Basic Training for new hires (2 weeks), 3 different Area Training Programs for Wafer, Cell and Module Production (3 weeks) and 3 different Advanced Technology Training Programs for Wafer, Cell and Modules Production (6 weeks, 4 weeks and 4 weeks respectively). This application to the WTF is to cover the Advanced Technology Training program to teach new hires advanced concepts behind using the new process equipment used in Evergreen's <u>expansion</u> .
Hyde Tools, Inc.	Southbridge	\$49,900.00	65	This training plan is composed of training in Office & Administrative Support and Supervisory Development. Office employees will receive training in customer service and value stream mapping for the office. Supervisor training will include time / meeting management skills, project management, finance for non-financial managers, and statistical process control (SPC).

Integra Companies, Inc.	Devens	\$44,000.00	21	The training we are proposing focuses on the following key areas: Software Training in Outlook, Personal & Team Mastery Skills, Leadership Skills, Problem Solving, Mastering Projects, BioTech Training and Continuous Improvement.
MILFORD NATIONAL BANK & TRUST CO.	Milford	\$119,500.00	90	Milford National Bank and Trust has established a comprehensive training plan that will support the proper implementation of a new operating system as well as develop the sales, customer service, and management skills of employees. Training is categorized under three (3) main topics; Systems Implementation, Sales and Customer Service, and Management Skills.
Quabaug Corporation	North Brookfield	\$38,270.00	27	Custom-designed with input from associates & their supervisors. Addresses the needs of individual participants and their specific job requirements at Quabaug. Will enable associates with low literacy levels, marginal work skills, or poor communication skills to perform their jobs more effectively by focusing on job-specific terms, Lean Manufacturing procedures, written materials, safety and quality standards, and related policies. This instruction will be of immediate benefit to them & Quabaug.
Saint Gobain Containers Inc	Milford	\$131,000.00	80	The world class manufacturing manager will be training and teaching simultaneously along with the consultants from TBM the principles of lean manufacturing, kaizen, six sigma, 5S, etc. to salary and hourly employees through their involvement in 1 week events held every six weeks throughout 2008. In addition the WCM manager will become certified in these techniques through 4 weeks of classroom training and 2 weeks of training the trainer to continue the process following completion of the grant
Workers' Credit Union*	Fitchburg	\$76,665.00	151	Training will instruct staff on the power of teamwork and provide tools to achieve team goals. Innovation workshops will generate new smart thinking. Next we will introduce Lean Office methodology to promote efficiencies within the organization. Sales Training and Financial Accounting will teach Managers the skills to increase their small business clients. Microsoft System Certification will give the IS technician the knowledge/skills to support preventive maintenance and problem solutions.

<i><b>Total for region</b></i>	<b>9</b>	<b>\$1,399,189.00</b>	<b>1,351</b>	
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## ***North East***

ATLEE OF DELAWARE INC.	North Andover	\$19,000.00	14	The training plan is made up of three skill elements: 1. ISO 9000 quality management system development and implementation plus training of selected personnel in ISO 9000 auditing; 2.Continuous improvement through process analysis and process management (similar to lean or six sigma); 3.Project management (applied training using ISO 9000 implementation as example).
California Products Corp.	Andover	\$10,550.00	56	1)DuPont's STOP Implementation Services will conduct on-site workshop for 43 employees, 6 safety committee members, 7 supervisors. After this initial phase, line supervisors will continue the training for 30 minutes/week for 16 weeks. The supervisors were trained in 2004 by DuPont. This training is in addition to mandated safety training. 2) Northern Essex Community College will provide basic ESL training

Double N, Inc.	Lawrence	\$162,050.00	233	<p>to seven of our Spanish speaking employees for 2 hours per week, 60 hours total training.</p> <hr/> <p>Based on current training needs and needs-assessment data, the plan offers professional development in the following areas: Lean Manufacturing principles, Sales and Marketing strategic planning, Advanced Project and Time Management training, and software training.</p> <hr/>
Dynamics Research Corporation	Andover	\$45,000.00	15	<p>This training program includes in depth classes on Service Oriented Architecture and Web Services for 15 Software Engineers.</p> <p>The hands-on training &amp; lab topics will include:</p> <p>XML standards</p> <p>Java APIs for XML parsing and transformation</p> <p>SOAP and WSDL standards</p> <p>Web-services security</p> <p>WS-I profiles - total 3 hours</p> <p>REST - total</p> <p>JAX-WS - total</p> <p>Data binding</p> <p>WSIT and WS-* Standards</p> <p>SOA &amp; BPEL</p> <p>SOA Best practices and guidelines</p> <hr/>
Eastern Bank Corporation	Lynn	\$250,000.00	400	<p>The training program focuses exclusively on sales and is comprised of 3 specific programs: 1.) Growing Your Business, which defines and clarifies a sales process with supporting training to improve ability to retain and expand client relationships and creating new business, 2.) Best Practices in Sales, a series of 10 modules that provide training on critical techniques to maximize success, and 3.) Sales Management/Coaching, which will give sales managers the ability to coach staff.</p> <hr/>
Good Harbor Food Group LLC	Gloucester	\$27,190.00	33	<p>We will train lead personnel in lean manufacturing. They will address issues of line changeover times and excess production resulting in shipment overages and will train remaining employees after the grant. Non-essential personnel will be trained in Hazard Analysis Critical Control Points (HACCP) and Waste Water Treatment, which will increase their wages and improve the versatility of our workforce. Spanish will be provided for management and supervisory staff to improve workplace communications</p> <hr/>
Henschel, Inc.	Newburyport	\$65,720.00	40	<p>The people currently involved with Project Management will develop their skills further providing them a UMASS Lowell Certificate, as well as putting them on track to gain a globally recognized PMP credential. These new skills will increase their value greatly within the industry and here at Henschel.</p> <p>The people being developed into new project managers will gain a transferable foundation skill set in project management, that will greatly increase their abilities, and benefit their careers.</p> <hr/>
ITW Devcon	Danvers	\$34,735.00	94	<p>Leadership to include coaching/mentoring, developing employees, performance appraisals, delegation, discipline, diversity &amp; time management. Lean manufacturing, geared toward doing more in the same physical space. Communication with Team Building - working together within departments and on projects &amp; organization for</p> <hr/>

				continued improvement. Specific English skills for Spanish speaking employees. Customer service. Training for in-house trainers to assure that this training is maintained.
JACQUELINES WHOLESALE BAKERY	Salem	\$44,200.00	24	<p>The trg. will be divided into two parts, ESL and Supervisory Skills. Together, Jacqueline's mgt team &amp; NSCC will customize a workplace ESL prog. to improve employees' grasp of the English lang. to assure accurate communication within the plant and to move employees up in the company. Also, a Supervisory Skills program will help develop leadership skills to empower our supervisory staff to learn how to manage and motivate their subordinates. Presently, the supervisors act the same as their subordinates.</p>
Ledgewood Healthcare Corporation	Beverly	\$133,850.00	10	<p>The training plan we are recommending is a self-study program that will allow licensed practical nurses (LPNs) to receive an Associate of Science in Nursing degree and thus make them eligible to sit for the Registered Nursing exam (NCLEX-RN) through the Board of Registration in Nursing. The program consists of 16 self-study modules, testing after each module, and 3 days of clinical experience and testing at Excelsior College in Albany, NY.</p>
NO MASS TEL WKRS CRED UN	Lowell	\$39,866.00	111	<p>Based on the feedback provided by employees and a review of our business metrics, NMTW identified three areas as a priority for training: Sales training (with a specific focus on overcoming objections) for 58 employees; Customer Service training for 52 employees (that provides guidance on providing superior service even under pressure from difficult customers); and Leadership &amp; Management training (that provides a core, consistent set of ten new skills) for our 33 supervisors and managers.</p>
Shaheen Bros., Inc.	Amesbury	\$49,662.00	37	<p>The proposed training is meant to provide much-needed skills in the areas of customer service, negotiating with customers and vendors, communication and listening, supervising, project management, team building, conflict management, and train-the-trainer. The training is aimed at decreasing costs and increasing revenue and profitability for a family-owned company that has faced increasing competition from large, publicly owned food service companies over the past few years.</p>
TUV AMERICA INC	Danvers	\$45,000.00	40	<p>The training plan has 3 components:</p> <ol style="list-style-type: none"> <li>1. To improve the performance of individual contributors and of the organization as a whole through the training in leadership, supervision, team building, and project and time management.</li> <li>2. To improve the organization's process efficiencies and effectiveness by introducing and facilitating the application of "lean" concepts.</li> <li>3. To increase the capabilities and skills of the workforce involved in auditing by giving them "Lean" Awareness Training.</li> </ol>
Zoll Medical Corp.	Chelmsford	\$48,960.00	45	<p>This training plan includes sections that focus on improvement through adopting a system based on active cooperation with the customer to achieve best possible outcomes from data inputs, using them effectively a in order to deliver best value. This customer driven philosophy is well expressed as the central concept of Total Quality Management, as opposed to traditional internally focused methods. TQM in this plan is complimented by Structured Problem Solving, and Basic Quality Tools.</p>

<i>Total for region</i>	<b>14</b>	<b>\$975,783.00</b>	<b>1,152</b>	
<b><i>Boston</i></b>				
ASSABET MACHINE CORP.	Hudson	\$15,340.00	17	The training plan will provide Assabet Machine with an effective quality management system, ensuring compliance to the ISO 9001:2000 Quality Management System Standard. Training elements will be focused on Strategic Planning and Plan Development, Manual and Procedure Development, Internal Auditor Training and Overall Employee awareness training of ISO 9001:2000 Requirements.
AliMed, Inc.	Dedham	\$67,905.00	131	Business Process Development (BPD) to create, improve, and standardize processes and documentation including a marketing manual, contingency plan, career path development for retention & copywriting process for catalog development. Project Management to plan, define & implement projects to meet deadlines in our project driven company. Training and Development to promote cross-training, and sustain training. Developing a marketing career path program w/job ladders.
CANTON COOPERATIVE BANK	Canton	\$23,003.00	17	Our proposed training plan includes initiatives in training and development, sales and team building. Participants will acquire the following enhanced, transferable skill sets: teaching and lesson design, supervision, coaching/mentoring, consultative selling, sales team building, and stress management. These transferable skills will increase our workers' chances of promotion and increased earnings. Training will also provide our workers with transferable skills to other bank jobs and industries.
Cold Chain Technologies, Inc.	Holliston	\$44,800.00	37	Lean Manufacturing, Change Management, Lean Metrics, 5S, Visual Management, Value Stream Mapping, Kanban & Just-in-Time, Kaizen, One-Piece Flow, Poka-Yoke, Error Proofing, Quick Changeover, Standard Work, Total Production Maintenance.
Computershare Shareholder Services, Inc.	Canton	\$118,300.00	68	The Company plans to conduct advanced sales and customer service training to implement a new more consistent sales and communications process. This process is designed to increase Computershare's rate of return for its current services as well as identify additional up and cross selling opportunities to existing clients. Specifically, the training will focus on teaching cross selling/up selling techniques, differentiating Computershare's services, and change management among other topics.
DUNKIN' DONUTS NORTHEAST	Bellingham	\$49,750.00	49	Our proposed training plan is an effort to provide training to address individual worker's abilities and includes initiatives in leadership skills, team building, and training and development. Participants will acquire the following enhanced, transferable skills: supervision, coaching and mentoring, communication, teaching and lesson design which will improve the skills of hourly trainees, understanding team communication styles, handling team conflict, and working as a team to improve quality.
GSI Lumonics, Component Products Group	Bedford	\$87,950.00	438	Lean Manufacturing and Six Sigma overview for all employees; In depth training for a team of employees in Lean Manufacturing and Six Sigma; Continuous Process

				Improvement for training and implementation of lean improvement program, to include employees from all three locations. Training and Development for in-house trainers to sustain the training beyond the grant period.
Integra Radionics	Burlington	\$57,150.00	34	Radionics' proposed training plan is designed around 5 key areas: Leadership, Management Development, Communications, Human Resources, and Technical Skills. Each of these key areas contains a number of modules which focus on key points within these areas.
J.M. COULL, INC	Stow	\$30,000.00	30	The training we are proposing focuses on developing the management skills of our employees and consists of Dealing with Difficult People, Communications Skills, Conflict & Stress Management, Team Building, Time Management, Management & Leadership, Effective Meetings and Customer Service.
KOCH MEMBRANE INC	Wilmington	\$201,860.00	210	This training is a comprehensive program covering Lean manufacturing tools to address a number of challenges in our three families of membrane products. KMS ships 95% on-time. However, finished goods inventory is too high and lead times range from 1-5 weeks on all products. The training will teach our team these lean principles combined with shop floor to help us address and correct these problems by using the knowledge of our team to improve every aspect of our business.
MAB Community Services	Watertown	\$21,750.00	28	Proposal #1: Intensive 36 hour course in Vision Rehabilitation. Taught by New England Eye Institute instructors, the training will cover a wide range of topics related to the medical, emotional, social, cultural, and functional impact of vision loss. Proposal #2: 36 hour course in Advocacy, Ethics & Case Mgt for human services certificate. Taught by UMASS instructor, course will cover in-take, assessment, service planning, ethical issues, advocacy, documentation and presentation skills.
METHODS MACHINE TOOLS, INC	Sudbury	\$151,800.00	104	The plan includes Customer Service and Lean training needed to improve efficiency and space utilization, and a Certification Program for Machine Tool service personnel (NIMS Level III). The Lean program includes Leadership and Analysis Training for the executive team, an employee Introduction and awareness session (Yellow Belt) for all employees; Value Stream Mapping; 5S and Visual Controls Training; and Kaizen Continuous Improvement training focused on manufacturing and engineering personnel
Millipore Corporation	Bedford	\$124,310.00	600	Millipore's proposed training plan is designed to address training in the following areas: Biotechnology, Design for Lean Six Sigma, Customer Complaint Handling, Employee Training Application Systems, Good Automated Manufacturing Practices, and Technical Writing. Each of these areas includes several modules that address specific issues within the area.
NSIGHT INC	Burlington	\$34,450.00	36	Advanced PM- will include 12 modules focused on successfully managing projects using advanced techniques/PMI model. Modules include devel proj framework I & II, proj plans I & II, proj execution I & II, quality mgt I & II, cost & staff mgt I & II, proj closure I & II. Cust MGT: will include 8 modules focused on improving cust sat levels. Modules include systematic cust serv 1 & 2, questioning techniques 1 & 2, solving cust problems 1 & 2, and cust mgt in a project environment 1 & 2.
New England Precision	Holliston	\$24,560.00	90	NEPG's training plan is to complete the Lean manufacturing training program it began

Grinding LLC				with the GBMP in January 2006. Originally, this grant was scheduled to end in January 2008, but the sale of the company has resulted in the early termination of the grant due to its change of Federal Tax ID Number. Of the eight (8) training activities set out in the original training program, to date three (3) have been completed, two (2) have been started but not yet finished and three (3) need to be started.
ONLYAPPS INC	Burlington	\$44,505.00	29	This Leadership Development program engages 29 management level employees in Sessions 1-4. Sessions 5-6 are for those 21 managers with staff responsibility. Workshops are instructor-led and range from 4 hours to two days, with significant opportunity for practical application. In order to sustain BAO's growth and profitably, managers must be equipped to maximize the impact of their skills and knowledge, and also to contribute significantly to the development of individual employees and teams.
Proto Pac Engineering Company, Inc.	Wilmington	\$36,050.00	69	The training plan is made up of four skill elements: 1.Project management (applied training using ISO 9000 implementation as example); 2.Continuous improvement through process analysis and process management (similar to lean or six sigma), 3. ISO 9000 quality management system development and implementation; 4. Training of selected personnel in ISO 9000 auditing leading to individual certifications.
Quantum Leap Packaging, Inc.	Wilmington	\$40,540.00	22	Training will include the explanation, development and implementation of the ISO14001 environmental standard and internal auditor training per the attached training syllabus and trainees will learn transferable skills relating to ISO, state and federal EPA prevention and containment procedures.
Sepracor, Inc.	Marlborough	\$221,810.00	211	In recent months, a great deal of effort has been put into defining the Core Values needed to support business plan goals here at Sepracor. Gaps in critical workforce skill competencies have been unearthed during the process. This project seeks to extend the already hefty investments of our Learning and Development Department so that members of our Massachusetts workforce attain the skills needed to successfully launch and implement a Mission and Value-Based Culture initiative in Q2 of 2008.
TIE SOLUTIONS INC	Newton	\$20,900.00	11	MGT- Focuses on skills needed to manage people and a business. Modules include comm/listening 1 & 2, leadership, time & stress mgt, conflict mgt 1 & 2, change mgt and coaching. Cust MGT: Focuses on improving customer sat levels. Modules include cust communication, approaches to cust serv, questioning techniques and solving cust problems. Teamwork: Focuses on improving team performance/processes. Modules include team effectiveness 1 & 2 and setting team norms.
Terumo Cardiovascular Systems	Ashland	\$22,200.00	37	Terumo's current training plan focuses on two areas of development. The plan focuses on the development of management skills in our production floor group leaders and supervisors. Training in this area will include change management, time management, and performance counseling. The plan then moves to study and implement Theory of Constraints and Constraint Management techniques, as a way to compliment our past Lean program.
The Haartz Corp.	Acton	\$16,200.00	96	Two components make up the training plan. 1)To implement a new training format to teach our workers to use the Ross Data Entry system to properly input and record data and to properly test, calculate, measure, and interpret data accurately. 2)To develop the



training skills of 20 future trainers to continue the quality control training at the end of the grant. The trainers will develop the skills to design workshops, demonstrations, and classes, as well as pre and post-test assessment tools.

UNITED TOOL & DIE CO INC	Wilmington	\$14,688.00	12	<p>The training will introduce Lean manufacturing principles to our entire team to help them find ways to increase efficiency, reduce costs and attract new customers. All employees will participate and be part of the improvement process by learning and applying these tools to their respective jobs.</p> <p>As the new owner, I see many opportunities to introduce the lean tools to help us remove bad practices that have become the standard. Without improvements, these will become a barrier to growth.</p>
WINCHESTER SAVINGS BANK	Winchester	\$62,811.00	107	<p>The proposed training plan has 3 components: 1)consultative sales training needed to increase the number of sales of our products and services; 2)leadership training of our managers so they are able to coach and mentor employees as they learn to contribute in a sales oriented culture; 3)training and development to prepare a cadre of employees to be able to continue the training once the grant has ended.</p>
Wrentham Tool Products, LLC	Bellingham	\$54,400.00	27	<p>The training plan that we have developed is focused on the elimination of "waste" in our manufacturing operations. Training focuses on Lean Manufacturing implementation courses including: Basic Principle of Lean Mfg., Value Stream Mapping, 5S-Workplace Organization, Plant Layout, Structured Problem Solving, Kaizen for Continuous Improvement, Leadership Development and Fostering Creativity and the WorkSmart program designed for individual contributors, team leaders and supervisors.</p>
<i>Total for region</i>	<b>26</b>	<b>\$1,587,032.00</b>	<b>2,530</b>	
<b><i>South East</i></b>				
BLOUNT SEAFOOD CORP	Fall River	\$157,194.00	90	<p>Training plan consists of 3 specific areas:Lean Manufacturing, Effective Leadership Skills for Line Leaders, and Supervisor Business Training program for Supervisors and Foremen. Lean training will be conducted with most members of the organization, and include all Lean methodologies. Effective Leadership will focus on coaching in a lean environment. Business training to include Leadership development skills, Interpersonal, Problem Solving, Team Dynamics, Finance, Conflict Mgmt.</p>
CAPE COD FIVE CENTS SAVINGS BANK	Orleans	\$94,839.00	296	<p>We will provide training to develop our employees' advanced sales and service skills which allow the Bank to retain and grow our customer base through service excellence. Fairmont will provide Teller Sales Referrals/Coaching and Service and Sales Referrals/Coaching for the Cape Cod Five. Fairmont will continue training to our front line sales staff with Relationship-Building Sales/Coaching. Our proposed training plan will include all customer contact employees and select back office employees.</p>

CBM Industries, Inc.	Taunton	\$22,436.00	18	GBMP will educate CBM Employees on the tools and processes of Lean Manufacturing. This will empower each person to recognize waste and improve their processes and daily activities to become more profitable and competitive. This training has been approved by the owners of CBM and will include all employees.
CREATIVE SERVICES INC	Mansfield	\$43,200.00	38	The Continuous Improvement training consists of three primary activities. It will begin with training of leaders in the skills and knowledge required to maximize effectiveness of the overall program for the long term. This will be followed by Continuous Improvement overview training for all employees, including topics in Lean thinking, Six Sigma, and other continuous improvement methodologies. Finally, Kaizen training will focus on five major work processes within our organization.
HALLSMITH SYSCO FOOD SERVICES LLC	Norton	\$232,192.00	415	Our plan provides training to enhance workers' skills in management, team building, sales, and plumbing/ heating. Training focuses on developing the following transferable skills: effective communication, mentoring and motivating, working through change, working as a team to problem solve and effect resolution, dealing with difficult customers, closing a sale, building rapport, lean thinking, and demonstrating HVAC proficiency.
INTERNATIONAL COIL INC	Brockton	\$25,000.00	20	Training on the development, implementation and maintenance of the ISO 9001:2000 quality standard and integrate it into our business system. Full training information is detailed on the attached syllabus.
KROHN HITE CORP	Brockton	\$26,600.00	22	ISO 17025:2005: To understand quality system and technical expectations of the standard, uncertainty calculations, process expectations and how to integrate employee competency with process capability. We will learn how to define and document procedures for standardization, set laboratory/quality objectives, determine process and staff repeatability, develop laboratory and test work instructions and train our internal auditors to monitor our performance with the goal of ISO 17025 certification.
Kopin Corporation	Taunton	\$33,000.00	40	High Powered Work Teams: Training to provide the foundational tools required to work effectively in a High Powered Work Team. Lean Manufacturing: Training sessions will provide skills in lean manufacturing concepts including kanbans, pull systems, value stream mapping, 7 wastes, the 5 S's, Kaizen, Poka yoke and visual management, and line balancing. 8-D Problem Solving: Teams work on company problems using 8-D problem solving methodology and present to management at wrap-up meeting.
Nye Lubricants Inc.	Fairhaven	\$48,750.00	120	The program provides the Lean training needed to improve efficiency and increase production capacity; capture new international clients in our core automotive business, and enter the Aerospace market. This program includes Leadership Training for the executive team, an employee Introduction and awareness session (Yellow Belt) for all employees; Value Stream Mapping; 5S and Visual Controls Training; and Kaizen Continuous Improvement training focused on manufacturing and quality personnel.
SOUTH SHORE HOSPITAL	Weymouth	\$215,000.00	29	The "RN to BSN" Program is designed to nurture the ongoing growth and learning of nurses at South Shore Hospital. It enables nurses to take degree courses on site and attain a BSN Degree from Simmons College School of Nursing. The training plan

includes 1 preparatory class, 12 core classes, on-site tutoring, and on-line access to Simmons College's resource base. It also advances nurses through the 4 level clinical ladder with nurses attaining RN4 (Expert Clinician) designation at completion.

STD Precision Gear and Instrument, Inc.	West Bridgewater	\$47,400.00	27	STDs business plan for 2008-09 focuses on 2 areas: expanding service offerings to include passivation and heat treatment of aerospace products, and re-organizing our operations to streamline our workflows and our production processes. As such, STDs training program will include training is NADCAP requirements and in Lean principles. NADCAP training will involve learning chemical processing procedures and controls. Our Lean program will be targeted on learning basic concepts and 5S practices.
South Shore Savings Bank	Weymouth	\$34,637.00	50	Over a 3-6 month timeframe, we expect to train a total of 50 employees in advanced sales skills and techniques. The course is entitled: Sales Advantage Training. The target audience is a cross-section of management/supervisory staff, Account Executives & Business Development Officers from our Retail, Residential/Consumer & Commercial Lending Divisions. Training will be conducted in 2 concurrent classes of 25 employees each. Employees in each class will attend 1 class per week for 6 weeks.
Warren Environmental, Inc.	Carver	\$25,800.00	7	Warren proposes training in an ISO 9001 Quality Management System in order to become certified. The program consists of gap assessment, an ISO overview, management planning workshops, procedure development training, new procedure training, lead auditor training, and training in measurement, analysis, and improvement. This will include an examination of the strengths and weaknesses of the company's current system, project planning skills, training for procedural writing, and focus on improvement
<b><i>Total for region</i></b>	<b>13</b>	<b>\$1,006,048.00</b>	<b>1,172</b>	
<b><i>Total</i></b>	<b>70</b>	<b>\$5,886,290.00</b>	<b>7,361</b>	

\*Workers Credit Union figures are estimated results anticipated once a quorum vote is reached.